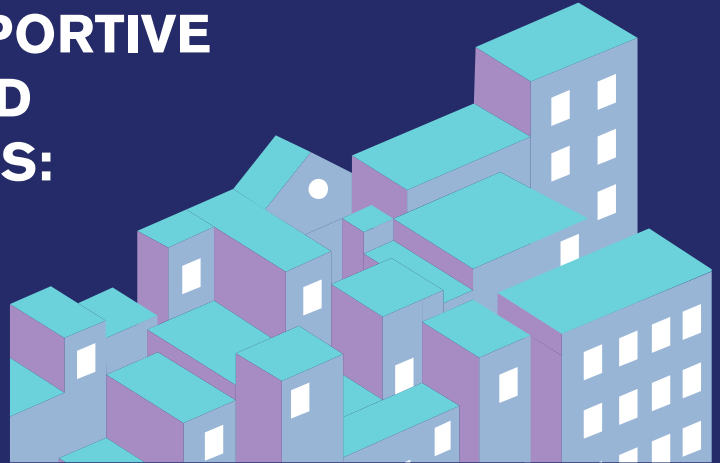


# CITIES CAN BE MORE SUPPORTIVE OF THE TRANSGENDER AND NON-BINARY COMMUNITIES: HERES HOW.



More than 2 million transgender people live in the United States, and transgender and non-binary people live in every community across the country. However, despite a recent increase in visibility and understanding of transgender people, cities and counties are playing catch-up on providing culturally competent services to the transgender and non-binary folks in their community.

There's real urgency to get this right: there's an epidemic of deadly violence against transgender people, specifically transgender women of color. [Since 2013, the Human Rights Campaign and other advocates have tracked more than 200 cases of anti-transgender and non-binary fatal violence in 33 states, DC, and Puerto Rico, across 113 cities and towns.](#) 2021 is the deadliest year on record with the year not yet over. This violence disproportionately impacts transgender women of color - particularly Black and Brown transgender women - who comprise approximately two-thirds of all victims of fatal violence. Municipalities can implement laws and policies to reduce the bias, discrimination, and violence faced by transgender and non-binary people, and develop solutions that can ensure their safety.

[Click here for a refresher on terminology relating to transgender and non-binary people.](#)

Transgender and non-binary people are at a higher risk of violence, bias, and discrimination, and women of color are even more vulnerable.

Transgender and non-binary people navigate through a society that is built upon deeply embedded cultural norms about how gender should be experienced and expressed. When perpetuated by a lack of family acceptance, a hostile political climate, and other factors of cultural marginalization and invisibility, this bias too often excludes transgender and non-binary people from resources which impede the ability of transgender and non-binary people to succeed and thrive. This can look like discrimination in education, employment, health care, policing and incarceration, and social services, among other things. This is exacerbated by barriers to accurate legal identification and compounded by intersecting marginalized identities.

Transgender and non-binary people are at a higher risk of violence, bias, and discrimination, and women of color are even more vulnerable. Transgender and non-binary people experience higher risks of intimate partner violence and sexual assault, poverty and homelessness, engagement in survival sex work, and physical and mental health struggles. These higher risk factors reinforce stigma and false narratives about transgender and non-binary people, thus continuing the cyclical nature of the current unacceptable culture of violence.

[Read HRCF's report, "An Epidemic of Violence: Fatal Violence Against Transgender and Gender Non-Conforming People in the United States in 2020."](#)

# WHAT CAN MUNICIPALITIES DO?

Municipalities can play a pivotal role in offering services to help transgender and non-binary individuals thrive, including taking measures to eliminate violence and ensuring that all municipal services also serve the unique needs of transgender and non-binary individuals is critical to help to eliminate discrimination, stigma, and systemic inequality.

## EMPLOYMENT SUPPORT SERVICES.

Job fairs, skill-building programs, mentorship and networking programs, and cultural competency training for employers are all services that can help trans and non-binary individuals find supportive places to work.

## CULTURAL COMPETENCY PROGRAMMING.

A Human Rights Commission can educate employers as part of cultural competency programming, and the city attorney's office can host a name and gender marker update clinic.

## HOUSING PROGRAMS.

Municipalities can support short- and long-term living programs to address the challenges of transgender and non-binary people experiencing homelessness. These programs may include shelters in urban or rural communities associated with a non-profit organization or community houses that advocates or the community self-funds.

## HEALTH CARE SERVICES.

Transgender and non-binary individuals often experience physical and mental health issues due to societal mistreatment, discrimination, and violence. The city can coordinate care services, utilizing case workers within the city health departments, that can connect transgender and non-binary people with health care services.

## POST-INCARCERATION PROGRAMS.

For previously incarcerated transgender and non-binary individuals, the city can create a post-incarceration program that connects individuals to jobs, health care services, safe housing and social support.

## PUBLIC-PRIVATE PARTNERSHIPS.

The city can coordinate efforts of local businesses or larger companies to meet the needs of transgender and non-binary individuals, such as access to transportation.

## CREATE A TRANS AND NON-BINARY ANTI-VIOLENCE PREVENTION TASK FORCE.

The task force can serve as a powerful tool that works to address the causes of the culture of violence against trans and non-binary people and promotes an equitable, inclusive community. The task force can conduct a comprehensive review of existing local laws, policies, and services, to assess whether how these may effectively exclude transgender people and fail to address the factors that contribute to violence against trans and non-binary people. It can also identify what new laws, policies, and services may be needed to ensure the safety of the transgender and non-binary community. It can serve to amplify the voices of transgender and non-binary people and speak out against anti-transgender violence and legislative attacks.

## TAKE HRC'S "PLEDGE TO END VIOLENCE AGAINST BLACK AND BROWN TRANSGENDER WOMEN" AS PART OF ITS TRANSGENDER JUSTICE INITIATIVE.

The Pledge asks state and local elected leaders to acknowledge the disproportionate and record-breaking fatal violence against transgender people in the United States, especially Black and Brown transgender women, and take decisive steps to deliver change that saves lives and advances the cause of LGBTQ+ equality.